

CIVIL RIGHTS ON DECK



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CGA Promotes Inclusion



The 39th Annual Eclipse Week at the U.S. Coast Guard Academy (CGA) opened with an inspiring keynote speech from VADM Manson Brown, Deputy Commandant for Mission Support. Hosted by CGA's Genesis Council, the event promotes a climate of inclusion, improves retention, and strengthens minority recruitment by offering cadets an opportunity to network with officers and demonstrating how mutual respect promotes professional development. This year's theme: "understanding the past and reinventing the future." **Pictured:** CDR Merle Smith (USCG, ret.), first African American graduate of the CGA; VADM Brown; and LTJG Torry James, [Civil Rights Service Provider](#), CRD.

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Cycling in Support of Veterans with Disabilities: CG Rides Again!



Pictured above: LT Patrick Burnett (Legacy Sustainment Support Unit) assists an adaptive athlete up a steep grade by pushing his recumbent hand-cycle. For more details, see <http://allhands.coastguard.dodlive.mil/2014/04/30/coast-guard-team-rides-for-wounded-veterans-in-face-of-america-bicycle-ride/>. Submitted by LT Caleb James, CRD and leader of Team CG 1790

For the sixth consecutive year, CG's cycling group, TEAM Coast Guard 1790, participated in the [Face of America](#) annual charity bike ride, cycling 110 miles in support of the men and women who were wounded or disabled while serving their nation. The 2014 event attracted more than 550 riders, including about 200 veterans with disabilities, and generated nearly \$400,000 for the cause. Forty-members strong, TEAM CG 1790 included two veterans with disabilities and raised over \$16,000. Bravo zulu!

Pictured below (L to R): Ms. Jennifer Sokolower, CG-9123; VADM Manson Brown, Deputy Commandant for Mission Support; and Mr. Sam Alvord, CG-46 and USCG Reservist.



May is National Asian American and Pacific Islander Heritage Month!
Theme: "I am Beyond." CG 2014 Executive Champion: RDML Joe Vojvodich



Confederate Symbols are Harassment says EEOC



In a recent decision, the Equal Employment Opportunity Commission (EEOC) found that the U.S. Postal Service was liable for harassment based on race when management failed to take action to prohibit the wearing or displaying of the Confederate flag symbol. The case arose from an employee's claim of discrimination based on race (African-American) when the agency subjected him to a hostile work environment. His coworkers wore shirts featuring the Confederate flag several times a month and management took no action despite receiving several complaints.

Management directed a subordinate supervisor to discuss with all employees appropriate workplace attire; however, employees were never instructed not to wear images of the Confederate flag. Upon receiving a follow-up complaint, the EEOC found that management exacerbated the situation by examining a coworker and stating that there was "nothing wrong" with wearing the shirt.

The EEOC found that management failed to take any action to prohibit the wearing or displaying of the Confederate flag when it was first notified of the concern. Agencies may have a defense against liability if prompt action is taken to stop the harassing behavior. In this case, management did not take immediate action. The EEOC ordered the following remedial actions: a written directive prohibiting employees from wearing or otherwise displaying Confederate symbols in the workplace or on agency property, Attorney's fees, and appropriate compensatory damages. *Complainant v. USPS*, Appeal 0120132144. Submitted by Mr. James Ellison

200 Future Coasties Enjoy “Take Our Daughters and Sons to Work Day”



On 24 April, RDML Bruce Baffer, CG’s Executive Champion for 2014’s “Take Our Daughters and Sons to Work Day,” welcomed more than 200 enthusiastic Coastie children to Headquarters to learn about the U.S. Coast Guard. After being organized into small groups named after prominent CG assets like Hercules and Buoy Tender, the youths traveled all around the St. Elizabeths campus to engage in interactive and educational activities.

In the CG Situation Room, the children navigated challenging simulations with assistance from Mr. Garcia Graves and OS1 Kenneth M. Robinson, who participated by videoconference from Sector Guam. Next, the youths learned about boating and fire safety before testing out critical equipment including life jackets and flight suits. During a Search and Rescue Scavenger Hunt, the children used GPS coordinates to locate and “rescue survivors.” These sessions, among others, captured the children’s interest and provided unique, educational experiences that were truly memorable. Special thanks to the volunteers, parents, and participants who helped make this year’s event a success! **Pictured:** RDML Baffer helps guide the children from one activity to the next. *Submitted by Mr. Juan Torres*



CG’s Outstanding Civil Rights Experts

Congratulations to Class 14-1, recent graduates of the Defense Equal Opportunity Management Institute’s Equal Opportunity Advisor (EOA) Course! This rigorous 12-week training molds future EOAs into experts of civil rights law and policies, and equips them with the skills to provide guidance and assistance at the field level to both military and civilian members. **Pictured:** Dean’s List (top 20%) CG graduates, BMC Exor Padro and BMC Mickey Price. *Submitted by ETCS Mark Allen*



Welcome Aboard, CRD Staff

Mr. Ijigale (Ijay) Beltran (pictured right) joins the Civil Rights Directorate as Region 1’s Equal Employment Opportunity (EEO) Specialist. Previously, Mr. Beltran worked with the U.S. Mint and the Adjutant General of Colorado, Joint Force Headquarters, Colorado National Guard, where he served as the EEO Specialist and acting State Equal Employment Manager. Mr. Beltran is also a reservist, assigned to the 142nd Fighter Wing, Oregon Air National Guard as the Non-commissioned Officer-in-Charge for Equal Opportunity. His hobbies include traveling, running, snowboarding, hiking, and mountain biking.

Also, welcome aboard to Mr. Juan Torres (pictured left), the EEO Specialist at Headquarters charged with administering the Civil Rights Awards Program and Special Emphasis Program (SEP) observances. Mr. Torres comes to the CG from the U.S. Army, where he served for over 25 years. His last position was as an Equal Opportunity Advisor at Joint Base Myer-Henderson Hall. Mr. Torres graduated from Central Michigan University with a Master of Science in HR Administration.



CG Salutes Our Civil Rights Stars

To recognize CG women who demonstrate excellence in the workplace and their communities, VADM Manson Brown hosted the Women of Color (WOC) Science Technology, Engineering, and Math (STEM) Awards Ceremony at CG Headquarters. President and founder of the WOC conference, Dr. Tyrone Taborn, issued the event’s inspiring keynote speech.

CG’s **Technology All-Star** is Ms. Gwen Stroger-Boozer, CG -913, Purchase Card Program Manager. CG’s **Technology Rising Stars** include Ms. Marya Kirwin, CG-9283, Program Financial Manager; LT Hermie Mendoza, NAVCEN, Systems Analyst; LT Eileen Beck, CG-9335, Lead C4ISR & System Engineer; IT1 Dustin Fisher, TISCOM; and EM1 Baby Scott, BASE HONOLULU (recognized at her unit). **Pictured:** Dr. Taborn, Ms. Kirwin, Ms. Stroger-Boozer, LT Mendoza, and VADM Brown. *Submitted by Ms. Donna Walker-Ross, Office of Diversity & Inclusion*

